AEDO / DAWIA / APC Brief

Aerospace Engineering Duty Officer

Detailer

901-874-4106 / DSN 882

Aerospace Engineering Duty Officer Community Manager

301-757-8480 / DSN 757

Officer Distribution

- **Placement officer**
  - **Needs of Navy**
  - **Interests of command**
  - **Deals in billets**
  - **Puts up targets**
- **Detailing**
  - **Needs of Officer**
  - **Career counseling**
  - **Deals in bodies**
  - **Shoots the targets**

What is an OCM?

- Officer Community Manager
- Every community has at least one
- Deal in community health
  - End Strength
  - Inventory vs Authorized (Noses vs Requirements)
  - Promotion Planning (zones)
  - “Accessions”…a.k.a. Lateral Transfers
- Hat sizes
  - Recruiting
  - AEDO Council, Training and Education, and Human Capital Planning
  - N131 (Big Navy Manpower and Planning)
  - AIR 7.9D (NAVAIR Manpower and Workforce Shaping)

AEDO Community Mission

Naval Aviation Enterprise Acquisition Experts

AEDO Community Mission

MAINTAIN SUPERIOR FLEET READINESS

as the

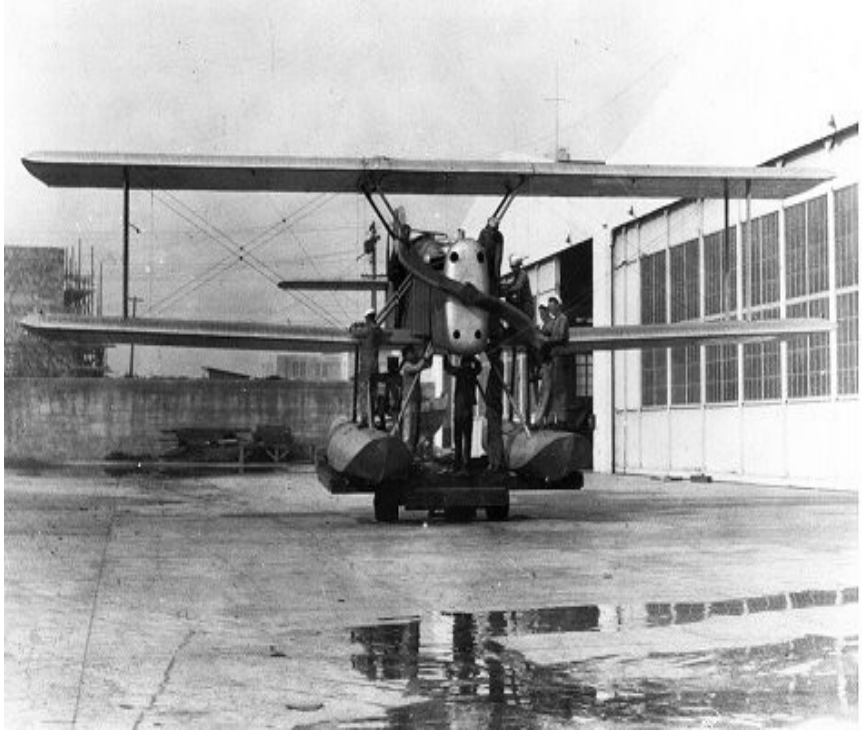
ACQUISITION AND ENGINEERING EXPERTS

responsible for

DELIVERING ADVANCED WARFIGHTING CAPABILITY TO THE FLEET

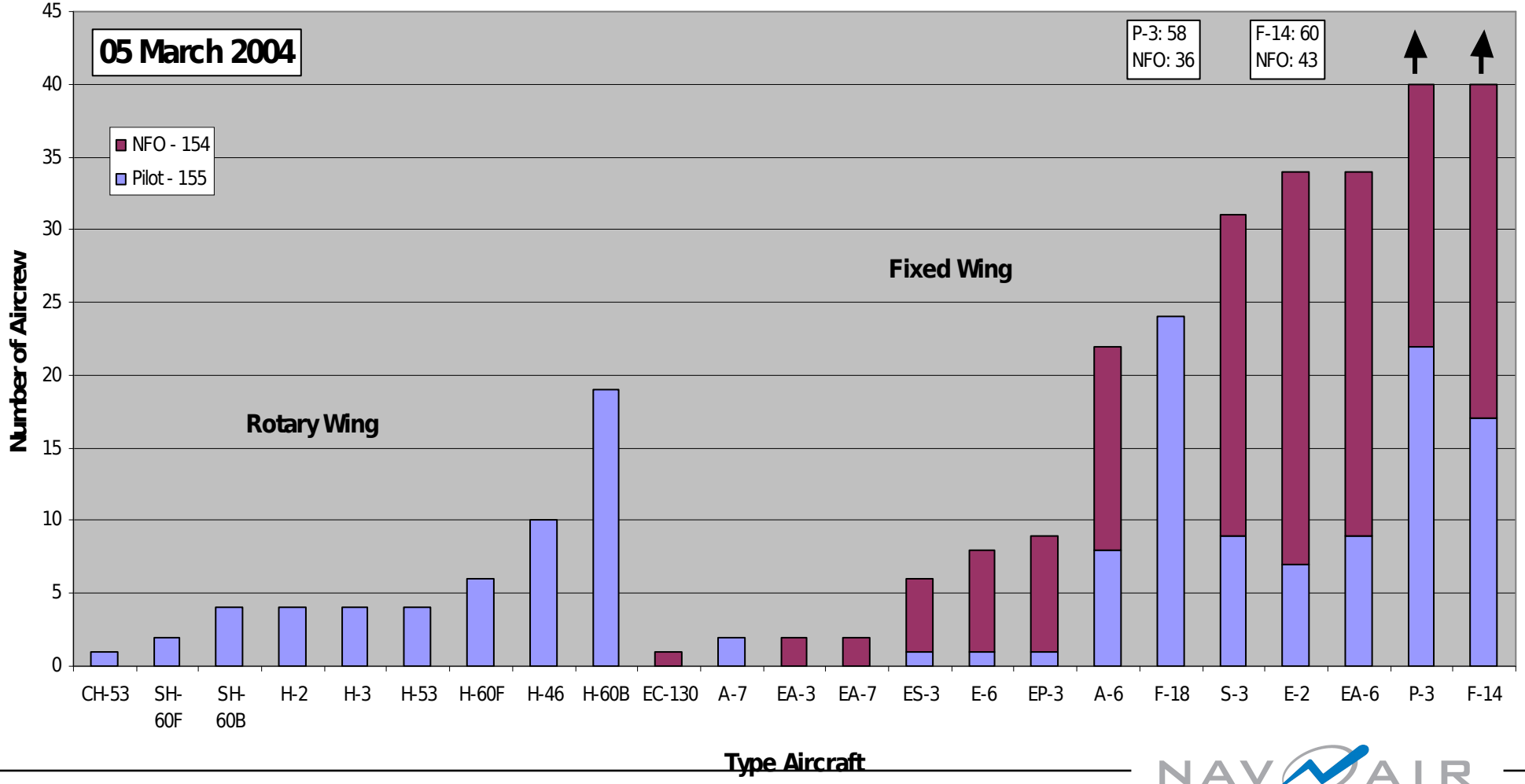
AEDOs – Who We Are

- Fleet experienced
- Aviation qualified
- Technically educated
- Engineering experts
- Acquisition Managers

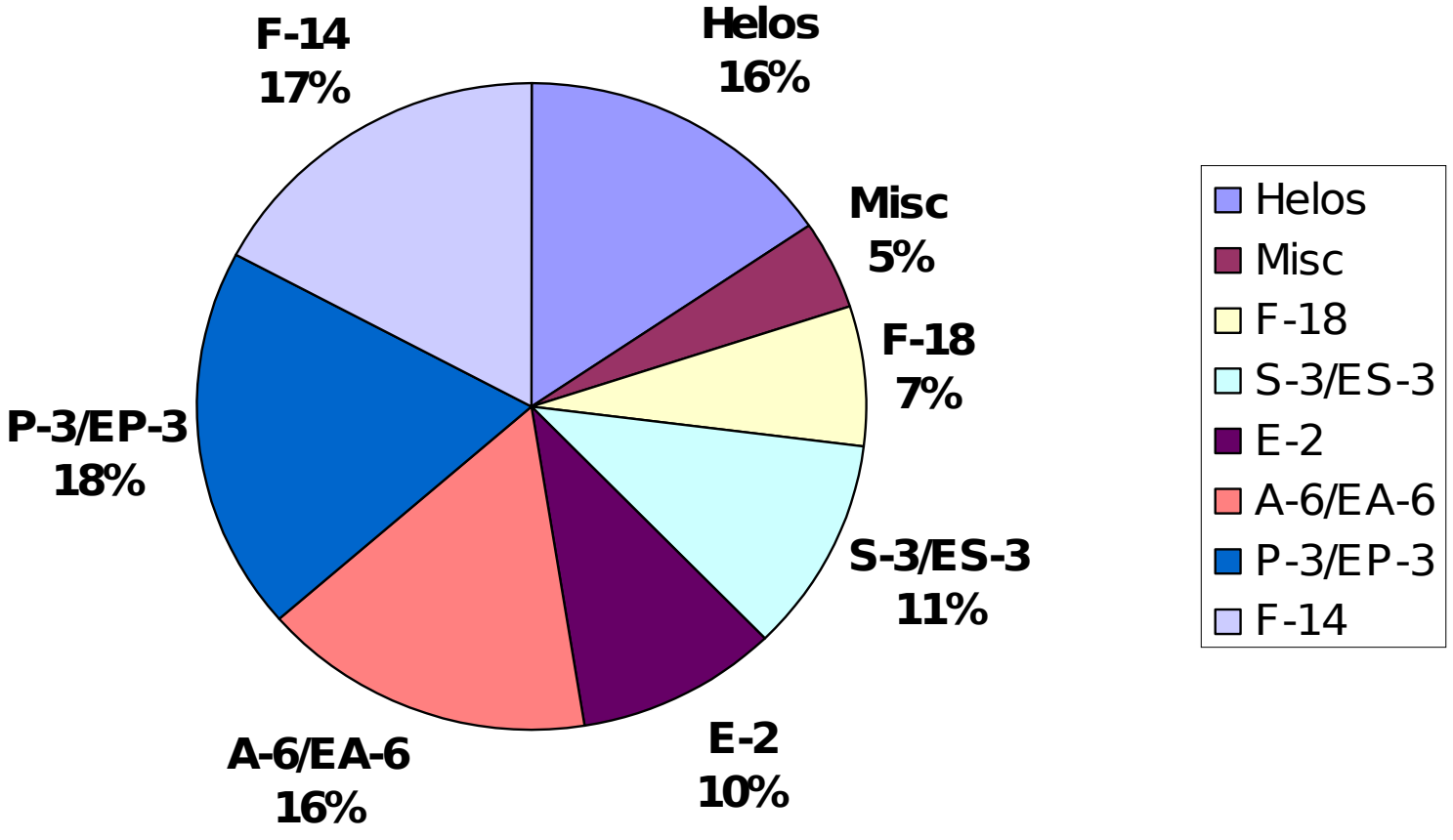


With years of acquisition experience in leading the development, management and logistics support of fleet aerospace systems

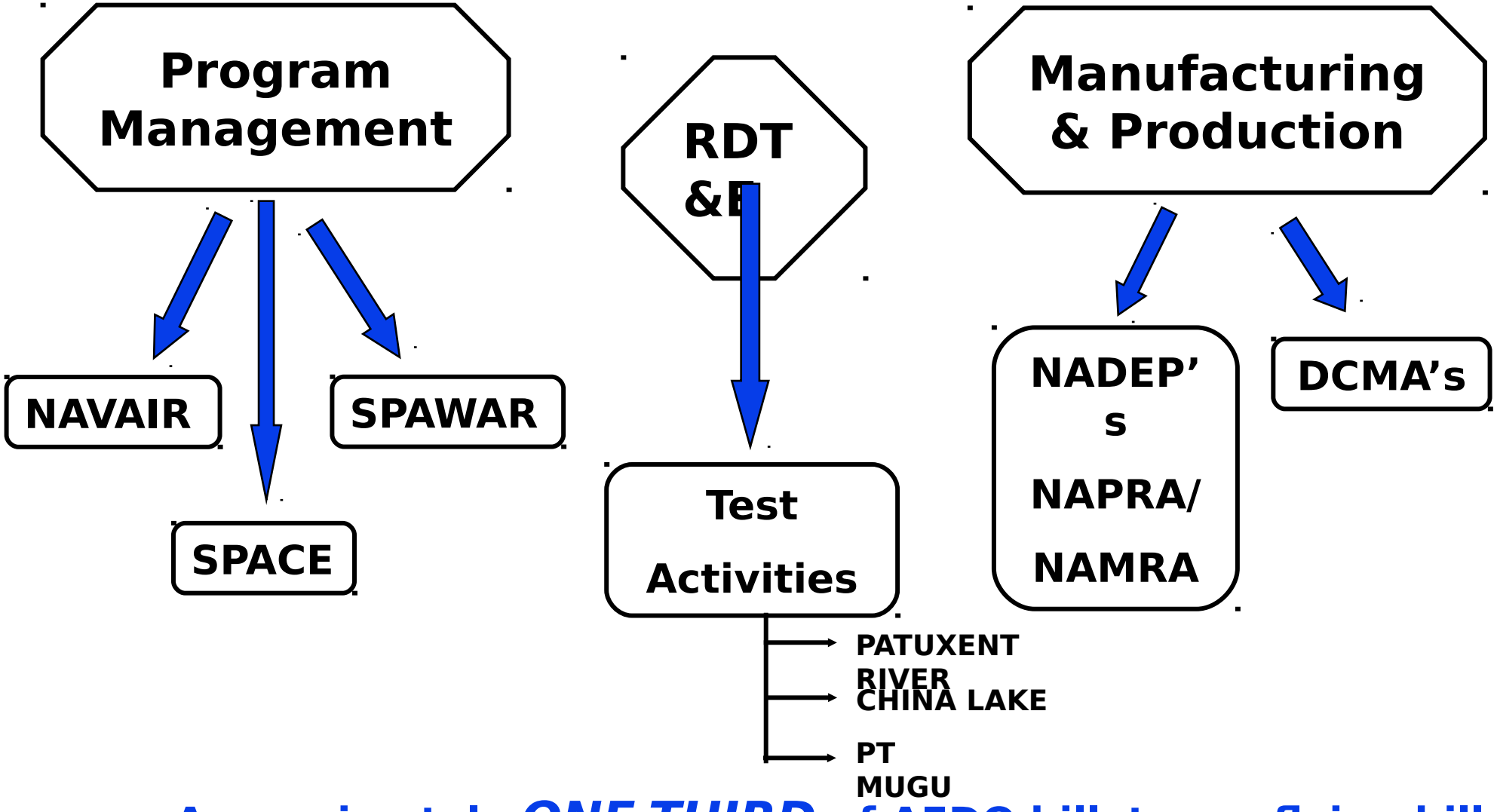
AEDO Distribution by T/M/S



AEDO Distribution by PMS



Primary Career Fields



Approximately *ONE-THIRD* of AEDO billets are flying billets

Program Management

- **Cradle-to-grave life cycle support for aerospace systems:**
  - **Aircraft & associated weapons systems**
  - **Avionics**
  - **Space systems**
- **Responsible for $Billions in Research, Development, Test and Evaluation (RDT&E) and procurement**
- **Interface with OPNAV sponsors, defense contractors, ASN(RDA), Congress, inter-service and multi-agency**
- **Major Program Manager = Flag maker**

RDT&E

- **Naval Air Warfare Centers**
  - **Weapons Division (China Lake)**
  - **NTWP & VX-30 (both at Pt. Mugu)**
  - **VX-31 (China Lake)**
  - **Aircraft Division (PAX River)**
  - **NTWL, VX-20, HX-21, VX-23, USNTPS**
  - **NAVAIR TSD (Orlando)**
  - **NAVAIR Lakehurst**
- **Operational Test at VX-1 (PAX) & VX-9 (China Lake)**
- **Arnold Engineering Development Center (AEDC), TN**
- **ONR, DARPA, NRL (Washington, D.C.)**

Naval Aviation Depots

- **Hands-on production facilities:**
  - **Hundreds of civilians**
  - **Dozens of military**
    - **$Millions oversight**
- **Responsible for aircraft modifications, depot level maintenance, systems engineering**
- **AEDOs perform maintenance check flights on Depot repaired / modified aircraft**
- **Major depots - JAX, North Island, Cherry Point**
- **Minor depots – NAPRA (Atsugi), NAMRA (Naples)**

Defense Contract Management Agencies (DCMA)

- **Oversight of government contracts at major aircraft and weapon systems production facilities**
- **AEDOs perform acceptance test flying prior to government purchase**
- **Quality assurance at contractor facilities**
- **Program integration between NAVAIR and contractor (CONUS / OCONUS)**
- **Locations include: ST. AUGUSTINE, FL / LYNN, MA / STRATFORD, CT / ST LOUIS, MO / VAN NUYS, CA / OWEGO, NY / FT WORTH, TX / BETHPAGE, NY / JAPAN**

Command Opportunities

O-6 Program Management (36)

12 ACAT I / 11 ACAT II / 13 Other

O-5 Program Management (1)

PMA-226 (Cherry Point)

O-6 Shore Command (16)

NAVTESTWINGLANT (Pax River)
NAVTESTWINGPAC (China Lake)
(OWEGO / BETHPAGE / JAPAN)
CO TEST SQUADRON
- VX-20 (FORCE) HX-21 (ROTARY)
- VX-23 (STRIKE), VX-30 (PT MUGU)
-- ST. AUGUSTINE / LYNN / SIKORSKY /
(CHINA LAKE)
CO NAPRA (Atsugi)
CO NAMRA (Naples)
CO NATEC (North Island)
LAKE
NAMTRAGRU

O-5 Shore Command (12)

CO USNTPS
CO DCMA
CO NADEP (NI / JAX / CHERRY PT)
CO NAVAIR TSD (Orlando)
CO DCMA
- VX-31
-- ST LOUIS / VAN NUYS/ FT WORTH
CO NAS PAX RIVER
CO NAVAIR LAKEHURST
CO NAVAIR CHINA
CO

COMPETE WITH ORL(APC), CIVILIANS, MARINES, and Sister Services

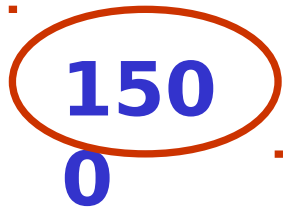
Aerospace Engineering Duty

Aerospace Engineering Duty Officer -- Engineering

AEDO (1510)

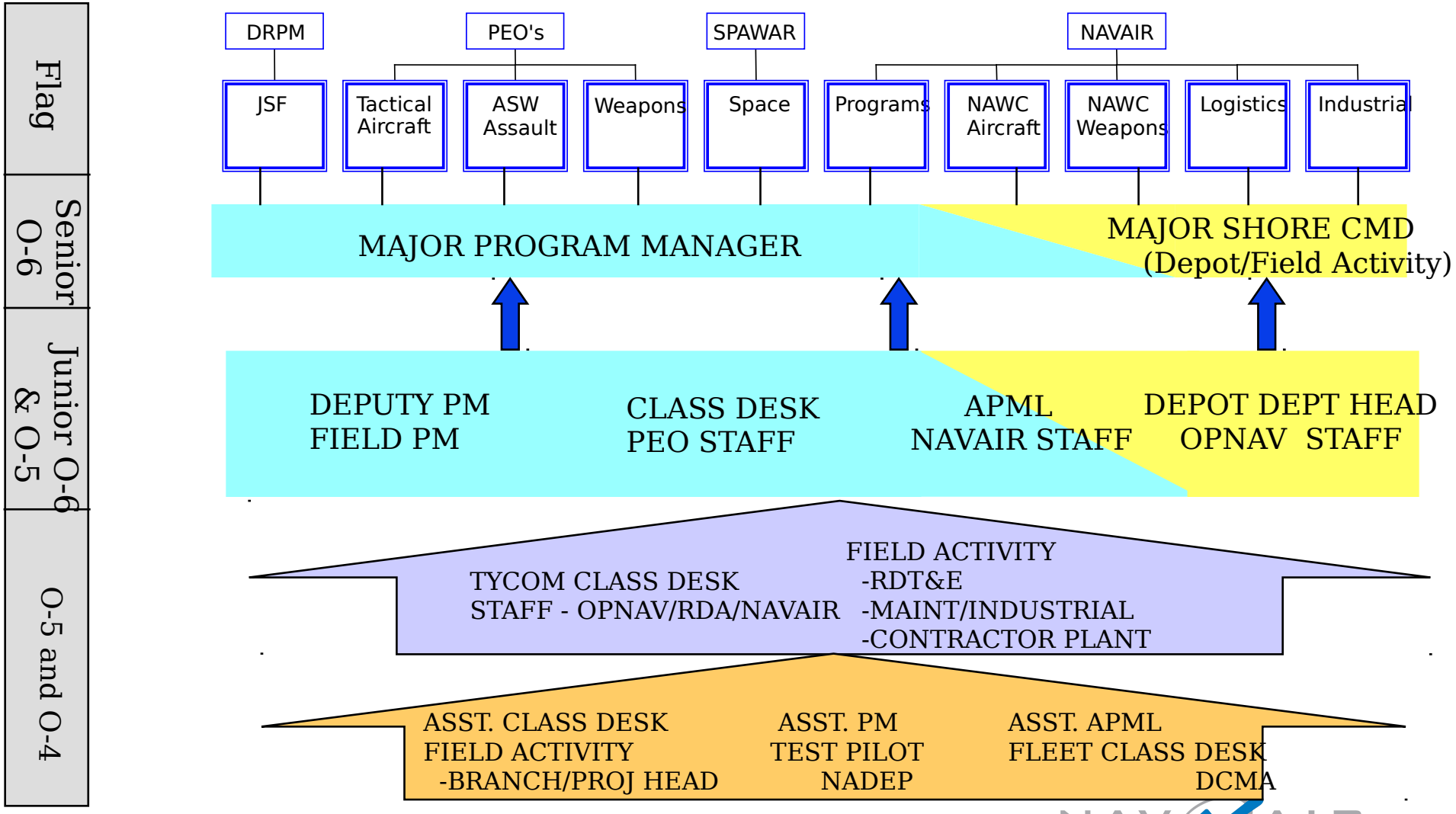
Aerospace Engineering Duty Officer -- Maintenance

AMDO (1520)



- **1510/1520 compete for promotion in their own competitive categories through the grade of 0-6**
- **O-6s retain 1510/1520 designator until 2 years time in grade as O-6, then combine to become 1500s**
- **1500s compete for single Flag authorization each year, as a separate competitive category from URL**

AEDO Career Progression



Inventory vs. Requirements

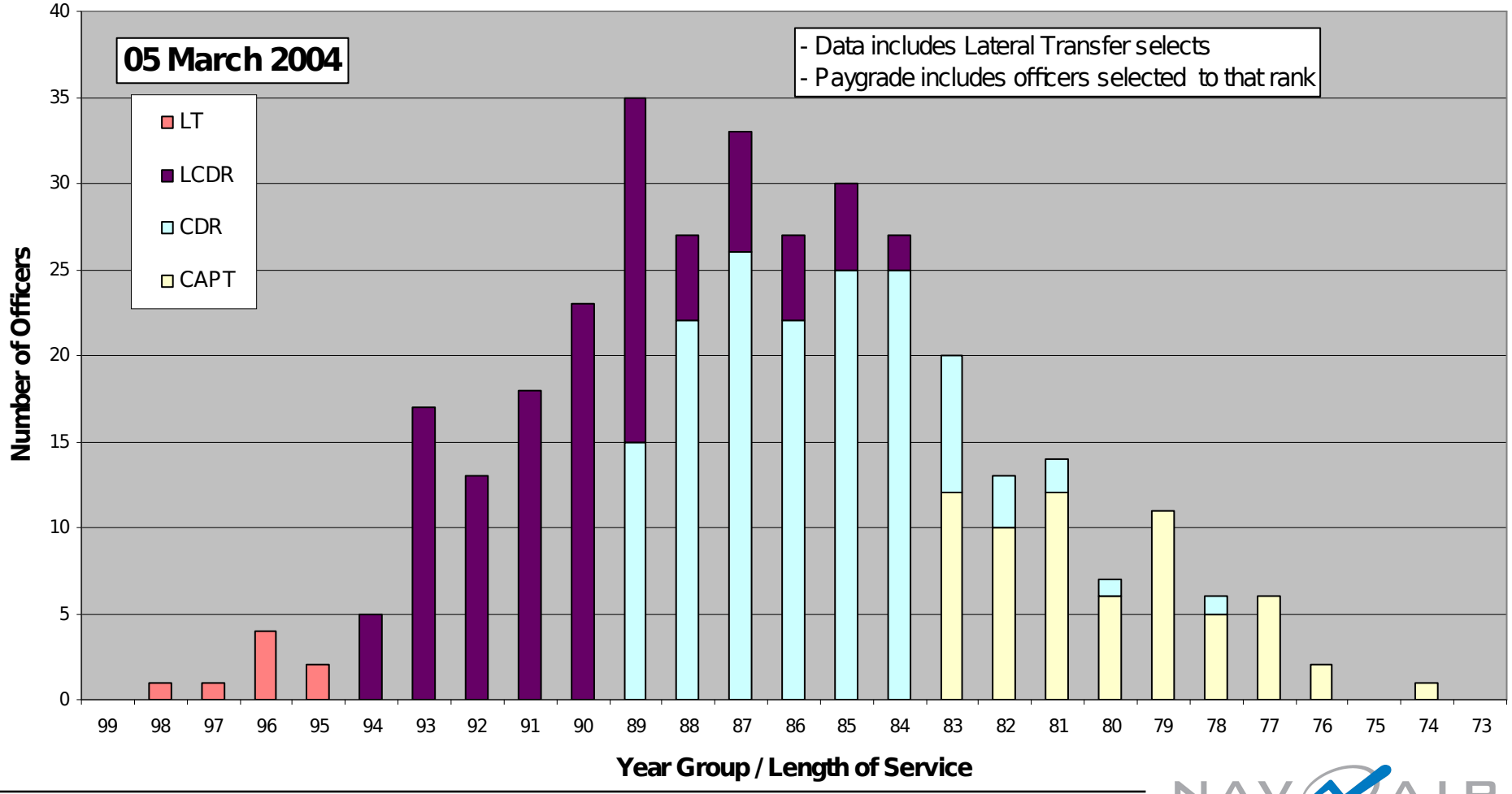
FLAG	**7/7**
CAPT	**64/61**
CDR	
150/135	
LCDR	
120/117	
LT	**8/30**
TOTAL:	**349/370**

(as of MAR 04)

Authorized up to 50 LTs, but unable to 'access' due to MSR, ACCP, etc

AEDO Distribution by YG

AEDO Year Group Distribution



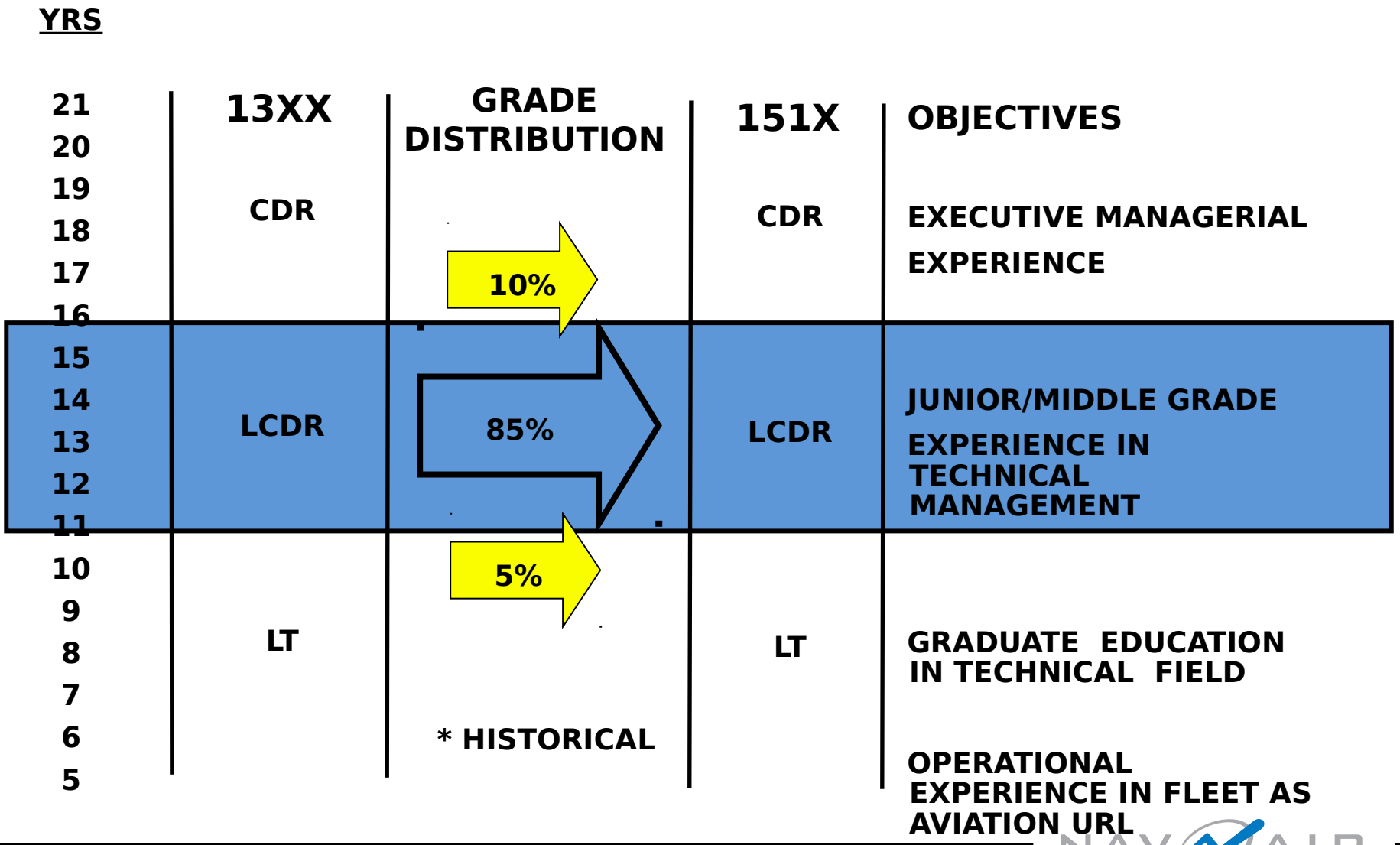
AEDO FYDP Accession Plan

	FY05	FY06	FY07	FY08	FY09
Lateral / Transfer Requirement (1)	35	35	35	35	35

AED Officers are Aviation Warfare Qualified pilots and NFOs who transfer into the community after approximately 10 to 15 years of operational fleet experience to work full time in the acquisition arena (Program Management, RDT&E, Engineering, Manufacturing and Production, and Logistics) across a heavily civilianized acquisition workforce.

Notes:
(1) Community growth is via Lateral / Transfer. Projections for community accessions are 35 per year and is based on historical losses. Accessions are 85% at the LCDR rank and 15% at the senior LT and junior CDR ranks.

AEDO Accessions



What's Your Future?

- **Interested in the business operations of the Navy?**
- **Want to influence the next generation of Naval Aerospace Systems?**
- **Have a technical education and want to use it?**

Flying / DH / Bonus Issues

- **APPROXIMATELY ONE-THIRD OF AEDO BILLETS ARE DIFOPS**
  - ***Test & Evaluation / NADEP / DCMA***
  - ***Flying keeps us in touch w/ technology and reality***
  - ***Transfer to AEDO does not guarantee meeting of flight gates. Detailer and OCM will attempt to meet gates, but there are no guarantees.***
- **ACIP (FLT PAY) IS *NOT AFFECTED* BY TRANSFER TO AEDO**
- **ACP (BONUS) TRANSFER TO AEDO PRIOR TO DH MAY REQUIRE PRO RATA RECOUPMENT OF ACP**
- **SEA DUTY BONUS (ACCP) NOT ELIGIBLE TO APPLY FOR LATERAL TRANSFER**
- **ALREADY IN RECEIPT OF ORDERS ... LATERAL TRANSFER USUALLY DOES NOT SUPERSEDE EXISTING ORDERS - CASE BY CASE HANDLING**

Application Process

- **Information on community and application, visit the AEDO Homepage:**
- **http://www.bupers.navy.mil/pers446/AEDO1_webpage.htm**
  - ***Sample Application***
  - ***Community Information***
- **Call AEDO Officer Community Manager (OCM):**
  - ***LCDR Darrell D. Lack / S-3B NFO / 301-757-8480 / DSN 757-8480 / Cards Available***
- **Boards meet twice per year (Spring and Fall)**
  - ***Applications due to PERS-801G ~ 60 days prior to the board***
  - ***Command Endorsement Required***
- **Community cannot select USNR Officers who have not augmented (13X5). However, it is possible to request Augmentation and Lateral Transfer on the same board (two separate application packages). 131X AND 132X both become 1510 (1520 are a Sister Community, Aviation Maintenance Duty Officer, AMDO).**
- **ORM!! There is ~~***RISK***~~ involved in applying. You may alienate yourself within your command and possibly jeopardize good FITREP tickets. Call OCM/Detail Team prior to making any move to help in Risk Assessment and**

Lateral Transfer - Two Part Process

- Can / Will the URL let you redesignate?
  - YG (T-notch)
  - Community (Sundown, E/S, etc)
  - Other Commitments
    - MSR / Bonus
    - TPS / NPS
    - Second Sea / DH Tour

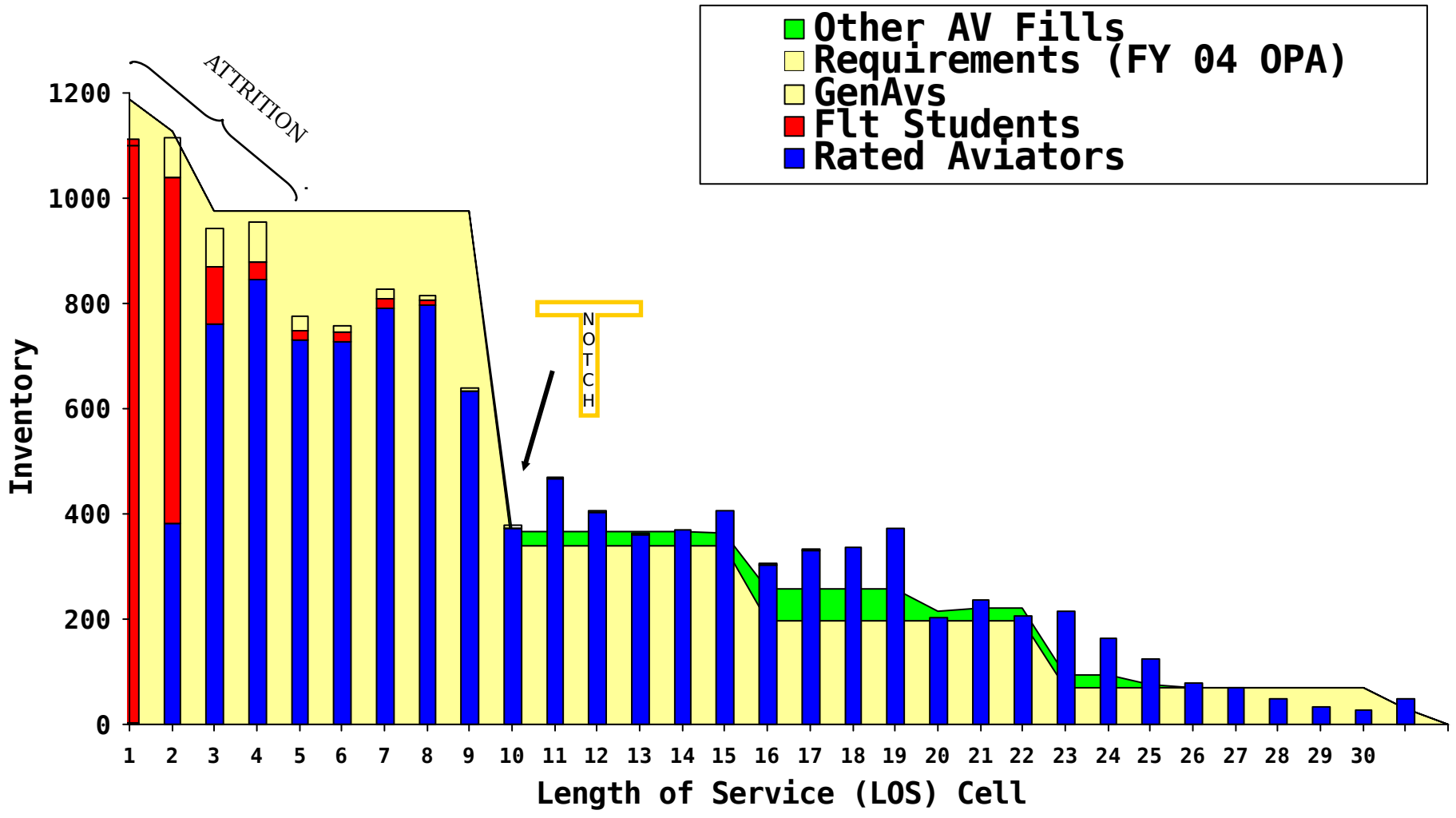
- Does the AEDO Community have room for you?
  - Year Group
  - Aircraft Experience (always secondary to performance)

- Redesignation Quotas

Aviation 13XX

Inventory vs Requirements

As of January 2004



URL Redesignation Quotas

November 2003 Board

What the URL Community is willing to live without

Pilots		YG93	YG94	YG95	YG96	YG97
VF	4	4	3	1	1	
VFA	7	1	2	1	1	
VAQ	4	2	2	1	1	
VS	**3**	**11**	*	*	*	
VAW	1	0	1	1	1	
VP	13	13	10	35	30	
VQ (T)		6	2	1	1	2
VQ (P)		2	1	2	2	1
HS	1	1	1	2	2	
HSL	1	1	1	2	2	
HC	6	1	2	4	4	
HM	1	1	2	2	2	

NFO	YG93	YG94	YG95	YG96	YG97
VF	4	1	4	4	4
VAW	1	0	1	1	1
VP	5	13	13	15	15
VAQ	1	1	2	2	2
VS	**4**	**6**	*	*	*

*** = Unlimited, but *qualified***

AEDO Redesignation Quotas

November 2003 Board

What the AEDO community is willing to live with

YG	Quota	Remarks
≥89	~0	Over end strength at CDR
90	~1	YG90 IZ FY04 may be closing
91	~5	YG91 IZ FY05 may be closing
92	~5	
93	~5	
94	~5	
95	~5	
96	~0	YG is full (LCDR Promotion Op)
97	~2	
≤98	0	Experience and aircraft qualifications

Even if your YG is ‘full’ apply. You can’t get selected if you don’t app

AEDO Selection Criteria

- **Performance - 70%**
- **Operational experience - 20%**
- **Education - 10 %**

Qualifications

Folds Into Overall Score

PERFORMANCE 70%	**PERFORMANCE WT = 0.7**	10.0	All 1% raps / Early Promotes with PAC+ breakouts. Always breaks out above Reporting Seniors Avg.
		8.0	Always in the top 3 of many. Consistently breaks out above or at the Reporting Seniors Avg. Number 2 or 3 in DH tour.
		5.0	Good record. Improving & maturing, shows good potential. Some early PAC performance, but recent performance shows positive trend.
		3.0	Fair record. Problem spot which has not been completely overcome. Occasional breakout, but mostly a PAC player.
OPERATIONAL EXPERIENCE 20%	**OPERATIONAL EXPERIENCE WT = 0.2**	10.0	2 operational tours, to include DH tour
		8.0	2 operational tours
		6.0	1 operational tour + 1 shore tour (not PG school)
		5.0	1 operational tour greater than normal tour length (>36 months), or judged to have provided more operational experience than typical.
		3.0	1 operational tour (<=36 months)
		Notes	1510 related experience (NAVAIR, DT / OT) add 1.0
EDUCATION 10%	**EDUCATION WT = 0.1**	10.0	Technical MS (AE, ME, EE, Computer Science)
		8.0	Non-technical MS with BS in AE, ME, EE or Computer Science
		5.0	BS in AE, ME, EE or Computer Science
		3.0	Non-technical BS
		Notes	(1) Technical Ph.D. add 1.0 (2) TPS add 0.5

Note: ~~With the additional bonus points for Experience and Education, it is possible for an~~ applicant to achieve a grade higher than 100%

Inside the Lat/Xfer Tank

- Experience Good Fair Poor Other
- CO Endorsement Strong Good Fair Poor

- Experience 20
- CO Endorsement 50
- Fully Qualified 20
- Subjective Assessment 10
- Total Score 100

- Recommendations Comments

Make Yourself Competitive

- **Performance (70%)**
  - ***Sustained Superior Performance***
- **Experience (20%)**
  - ***NAVAIR Involvement***
  - ***Special Projects (SSU, SLAM-ER, MPS)***
  - ***Take a NAVAIR job***
  - ***APC qualification / DAWIA training & certification***
- **Education (10%)**
  - ***Pursue a Masters Degree (Technical preferred)***

AEDO Community Contact Info

CAPT Terry Merritt (Pax River) - HEAD Detailer
301- 757- 8483 (DSN 757)
Terry.Merritt@navy.mil

CDR Dan Cuff (BUPERS) - AEDO Detailer
901- 874- 4108 (DSN 882)
Daniel.J.Cuff@navy.mil OR p446b@persnet.navy.mil

LCDR Darrell D. Lack, Community Manager (Pax River)
301- 757- 8480 (DSN 757)
Darrell.Lack@navy.mil

http://www.bupers.navy.mil/pers446/AEDO1_webpage.htm

Questions on Community?

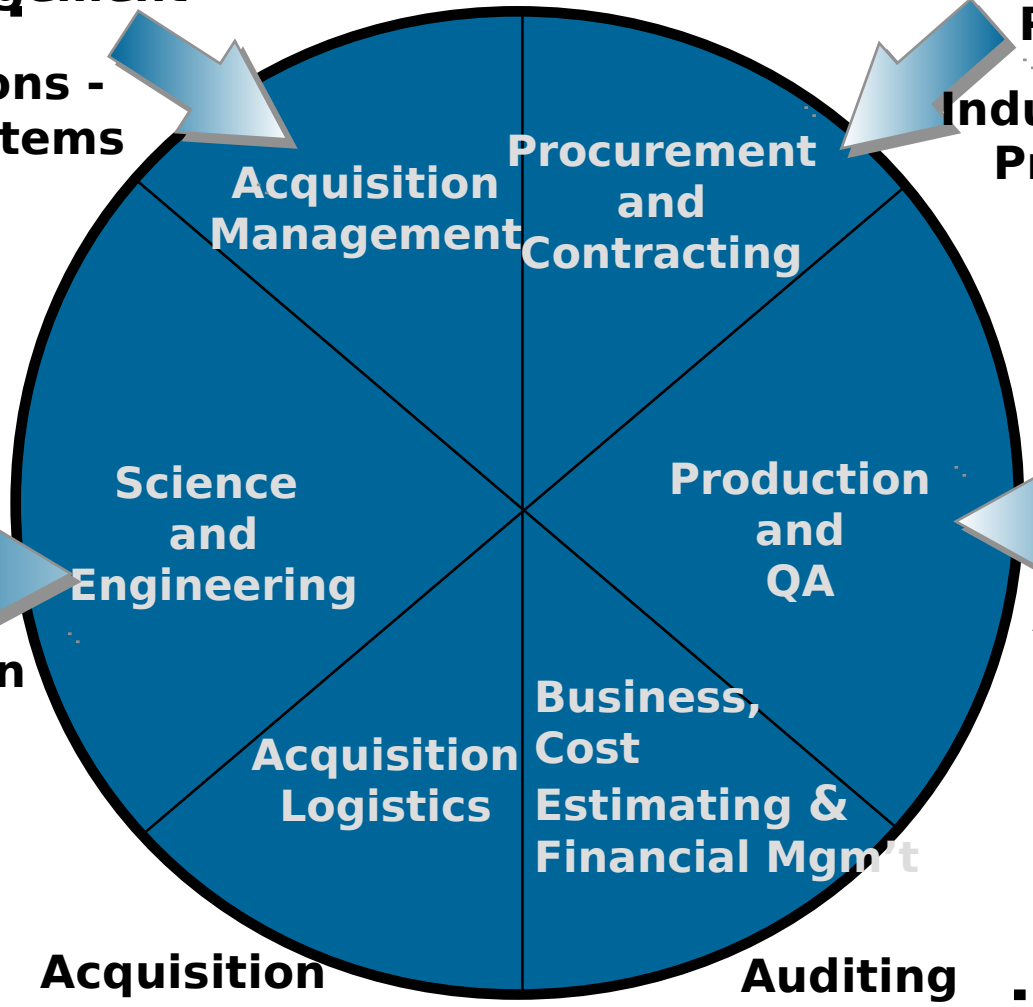
Defense Acquisition Workforce Improvement Act
DAWIA

DAWIA - What is it?

Defense Acquisition Workforce Improvement

- Public Law 101-510 Title XII USC - 5 Nov 1990
- Mandates professionalism of the acquisition workforce through:
  - Education
  - Training
  - Experience
  - Career Management
- SECNAVINST 5300.36

13 Acquisition Career Fields
6 Functional Areas



Program Management

Communications - Computer Systems

Systems Planning, Research, Development and Engineering

Test and Evaluation Engineering

Acquisition Logistics

Contracting

Purchasing

Industrial and/or Contract Property Management

Manufacturing,

Production,

and

Quality

Assurance

Business, Cost Estimating and Financial Mgmnt

Auditing

Additional Qualifying Designator

Code	Title
A	PROGRAM MANAGEMENT
R	INFORMATION TECHNOLOGY
C	CONTRACTING
E	PURCHASING
D	INDUSTRIAL PROPERTY MANAGEMENT
S	SYSTEMS PLANNING, RESEARCH, DEVELOPMENT AND ENGINEERING(SPRDE)-SYSTEMS ENGINEERING
T	TEST AND EVALUATION
G	PRODUCTION, QUALITY AND MANUFACTURING
L	ACQUISITION LOGISTICS
K	BUSINESS, COST ESTIMATING & FINANCIAL MANAGEMENT
?	FACILITIES ENGINEERING
?	SPRDE-SCIENCE AND TECHNOLOGY MANAGER
?	SYSTEMS SUSTAINMENT MGM
*V	PROGRAM MANAGEMENT OVERSIGHT (Reserved for RD&A use)
*X	EDUCATION, TRAINING & CAREER DEVELOPMENT

AAN
AAC

AQD not yet established for These fields

* A position category that is not a career field. DON personnel filling these positions must be from one of the career fields listed above the dotted line.

DAWIA Certification

- Process used to determine that you meet the mandatory standards established for your position (billet).

- Certification Level I, II, or III has been assigned to each designated acquisition position (billet).
  - Acquisition billets assigned Additional Qualification Designators (AQD).

- Certification requirements for each level in each career field are based on:
  - Education
  - Experience
  - Training

EASY TO CONFUSE THE TWO

DAU Catalog Identifies Requirements
http://www.acq.osd.mil/dau

Certification Levels

- **Billet Codes**
  - **Level 1 billets are ENS-LT paygrade**
  - **Level 2 billets are LCDR paygrade**
  - **Level 3 billets are CDR-CAPT paygrade**
  - **All captain billets are critically coded**
    - » **Only can be filled by AP. Waiverable by DACM.**

DAWIA Career Field Certification

From SECNAVINST 5300.36 CHG 1, MAY 1995, Appendix K

From: (Name, military rank or civilian title, series, and grade, and activity name and address)
To: PERS-447
Via: (As determined by command)

Subj: APPLICATION FOR CAREER FIELD CERTIFICATION

Encl: (1) (Applicable certification check list)

1. I apply for certification to level (insert I, II, or III, as appropriate) in the (insert name) career field.
2. This career field is my (insert primary or subsidiary, as appropriate) career field.
3. I have checked all of the requirements necessary for certification identified on enclosure (1).

4. _____
Applicant's signature and date

___Approved
___Disapproved

_____
Certifying official's signature, title, and date

Distribution (after approval):
Original to civilian HRO, BUPERS (PERS-447), or CMC, Code MMOA-3, as appropriate
Copy to applicant

Program Management Certification

Level I

- EDUCATION

- (Desired) Baccalaureate degree, preferably with a major in engineering, systems management, or business administration

- EXPERIENCE

- 1 year of acquisition experience

FROM:
http://www.acq.osd.mil/dau

- TRAINING

- ACQ 101 Fundamentals of Systems Acquisition Management
- (Desired) ACQ 201 Intermediate Systems Acquisition
- (Desired) One DAU Level 100 course in another functional area

Program Management Certification

FROM:
http://www.acq.osd.mil/dau

Level II

- EDUCATION

- (Desired) Master's degree, preferably with a major in engineering, systems management, business administration, or a related field

- EXPERIENCE

- 2 years of acquisition experience; at least 1 year of this experience must be In program management
- (Desired) An additional 2 years of acquisition experience, preferably in a systems program office or similar organization

- TRAINING

- ACQ 201 Intermediate Systems Acquisition
- PMT 250 Program Management Tools
- (Desired) One DAU level 200 course in another functional area
- (Desired) Intermediate-level management and leadership training

(Not currently provided by DAU. See your local training support office.)

OSR Special Qualifications

- **Career Field Certifications / APC Membership entered into official record as Additional Qualification Designators (AQDs)**
- **Check your Officer Summary Record (OSR)**
- **Example:** ***OSR Cover Sheet*** ***AQD***

  AQLVL3PROGM AA3

  AQLVL2T&EVL AT2

  AQLVL2LOGIS AL2

  MGT ACQ APM

- **No APC … No assignment to critically coded billets without a waiver!**

FOR OFFICIAL USE ONLY NAVPERS 1070/123 (REV 2-77)

OFFICER SUMMARY RECORD

VUG5219

NAME		DATE PROC:	SEQ. NUM:
JONES JOHN	YG 85	061901	G5219

SSN	FILE NO	DESIGNATOR	DATE OF BIRTH	AGE	PROF.SERV.DATE	FOR BOARD USE
		1520	530113	48		

	CAPT.	CDR	LCDR	LT	LTJG	ENS	WARRANT
PROM HISTORY: DATE OF RANK			960101	890801	870801	850801	

PRESENT DUTY STATION	PRESENT BILLET
COMNAVAIRSYSCOM HQ	MGR DPJ FE/MAI OJT

EDUCATION

COLLEGE	DATE/LEVEL	MAJOR	LANG. PROF	SUB-SPEC
EMBRY RIDL	83 BACH/1 PR	BUS ADM TRANSPRT		

SERVICE SCHOOLS ATTENDED

COURSE:	ILS-B		B INF SYS ACQ	
DATE/WEEKS	8012	02	0011	EQ
COURSE:	FSAMC		ISAC	
DATE/WEEKS	0006	01	0005	04
COURSE:	PCO/PXO MIL JU		JASMMM	
DATE/WEEKS	9610	01	8612	03

ACTIVE DUTY BASE DATE	PREVIOUS MILITARY SERVICE:	YEAR	MONTHS	HIGHEST RATE/GRADE
710831	N	71	167	AFCM

PERSONAL DECORATIONS

HIGHEST AWARD

MER SVC MDL	01
NAV COM	06
NAV ACHV	02

SPECIAL QUALIFICATIONS

1	MGT ACQ	7	
2	AQLVL2PROGM	8	
3	AQLVL2T&EVL	9	
4	AQLVL2MANU F	10	
5		11	
6		12	

REMARKS

SELECTED FOR JUNIOR SERVICE COLLEGE
SELECTED FOR SENIOR SERVICE COLLEGE

MAJOR AIMD COMMAND SCREENED

Training (How You Get It)

- DAWIA Training Courses

- DAU Catalog Lists Where and When It's Given...Moving Target (**www.register-now.cms.navy.mil**)

- Paid for by Central Training Fund

- Equivalency

- Approved by DAU

- List of Those Approved in DAU Catalog and DAU Webpage (**http://www.dau.mil**)

- Validate by EXAMINATION

- Fulfillment

- Credit for demonstrated competency through experience, education, and/or alternative training (**http://www.bupers.navy.mil/pers447**)

**** If detailed into a billet w/o training, you have 18 months to complete required course(s)**

Acquisition Professional Community
APC

APC - What Is It?

- **What is the Acquisition Professional Community (APC)?**
  - **Navy's version of Acquisition Corps mandated by DAWIA**
  - **More senior, acquisition experienced persons who meet education, training, and experience requirements (URL, AEDO, AMDO, EDO, Supply)**
- **You must be an APC member to fill Critical Acquisition Position (CAP) billets**
  - **CAP billets include all AED O-6 & Above and some CDR billets**
  - **~ 800 total CAP billets spread across designators**
- **<u>Member must apply to be considered</u>. APC board is conducted <u>semi-annually, announced by NAVADMIN</u>**
- **As an AEDO you <u>MUST</u> be an APC member to compete for promotion and command opportunity – Get it <u>NOW</u>**

APC Demographics

- **2,284 APC Members**
  - **45 Flag Officers/614 CAPT's**
  - **1,041 CDR's/584 LCDR's**
- **~2,550 Acquisition Billets**
  - **725 Critical Acquisition Billets (CAP)**
- **Members from 25 different designators**

APC Requirements

- ** O-4/GS-13 or Above ** *(only non-waiverable req.)*
- BA/BS Degree Including:
  - 24 Business Credits or
  - 12 Business Credits if Degree has 24 credit hours in a primary acquisition career field.
- Four Years Experience in Acquisition Related Billets
  - 12 Months Credit for Completing Acquisition Related Degree
  - Waiver of Up to 18 Months for Completing Commander Command Tour
- Certified or trained Level II in an acquisition career field
- FOR URLs: Screen For/Serve In Commander Command
- ➢ When a member, AQD of MGT ACQ and AP stamp on cover sheet

MOST REQUIREMENTS ARE *WAIVERABLE*➔ API

AEDO WEBSITE has example applications

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OFFICER SUMMARY RECORD

VUG5219

NAME			DATE PROC:	SEQ. NUM:
JONES, JOHN PAUL	YG 85		061901	G5219

SSN	FILE NO	DESIGNATOR	DATE OF BIRTH	AGE	PROF.SERV.DATE	FOR BOARD USE
		1510	530113	48		

	CAPT.	CDR	LCDR	LT	LTJG	ENS	WARRANT
PROM HISTORY: DATE OF RANK			960101	890801	870801	850801	

PRESENT DUTY STATION	PRESENT BILLET	
COMNAVAIRSYSCOM HQ	MGR DPJ FE/MAI	OJT

EDUCATION

COLLEGE	DATE/LEVEL	MAJOR	LANG. PROF	SUB-SPEC
EMBRY RIDL	83 BACH/1 PR	BUS ADM TRANSPRT		
U WEST FL	93 MASTERS	FIN MGNT		

SERVICE SCHOOLS ATTENDED

COURSE:	ILS-B		USNTPS	
DATE/WEEKS	8012	02	9307	48
COURSE:	FSAMC		ISAC	
DATE/WEEKS	0006	01	0005	04
COURSE:	PCO/PXO MIL JU		JASMMM	
DATE/WEEKS	9610	01	8612	03

ACTIVE DUTY BASE DATE	PREVIOUS MILITARY SERVICE:	YEAR	MONTHS	HIGHEST RATE/GRADE
710831	N	71	167	

AP

IZ

PERSONAL DECORATIONS

HIGHEST AWARD

MER SVC MDL	01
NAV COM	06
NAV ACHV	02

SPECIAL QUALIFICATIONS

1	ECMEA6B	7	
2		8	
3	AQLVL3PROGM	9	
4	AQLVL2LOGIS	10	
5	AQLVL2MANUF	11	
6	MGT ACQ	12	

REMARKS

SELECTED FOR JUNIOR SERVICE COLLEGE
SELECTED FOR SENIOR SERVICE COLLEGE

Navy APC Management

- **PERS-447**
  - **CDR Dan Smith / 901-874-3837 / DSN 882**
  - **Daniel.J.Smith@navy.mil**

Next board in August - NAVADMIN

Can Do:

- Enter AQD upon approval
- Verify billet status
- Approve enroute training
- Provide general info on acq
  - Detailer remains primary counselor

Can't Do:

- Assign classes (Register Now)
- Enter certificates into record
  - NSIPS New Orleans
- Diary record to indicate member in an acquisition billet
  - ~60 day delay from personnel action to being picked up in Register Now

Which Came First?

- **APC =**

  Acquisition Professional Community

- **DAWIA =**

  Defense Acquisition Workforce Improvement Act

- **Relationship between APC & DAWIA?**

  DAWIA mandated APC

APC requirements
vs.
Acquisition Career Field requirements
(DAWIA Certification)

APC REQUIREMENTS

****O-4 OR ABOVE****

EDUCATION
- **BA or BS**
- **12 OR 24 applicable Business hrs**

EXPERIENCE
- **4 yrs Acquisition (Education = 1 yr)**

TRAINING
- **Minimum LEVEL II in any career field**

URL: Screening for/Serve in Commander Command

ACQ CAREER FIELD CERTIFICATION

As specified on Career Field Certification checklists But generally:

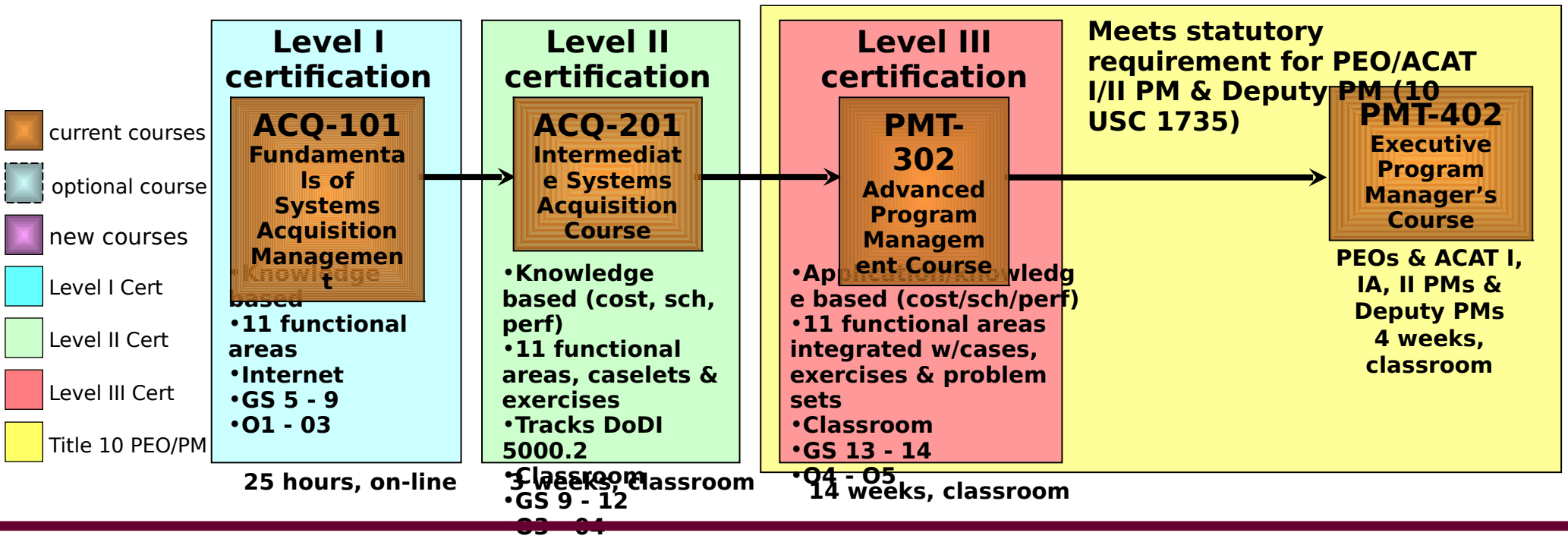
Level 1 (O-1/2)
- **Education: BS/BA (desired)**
- **Training: ACQ101 & XYZ101**
- **Experience: 1 yr**

Level 2 (O-3/4)
- **Education: MS/MA (desired)**
- **Training: ACQ201, XYZ20X & as req.**
- **Experience: 2 yrs**

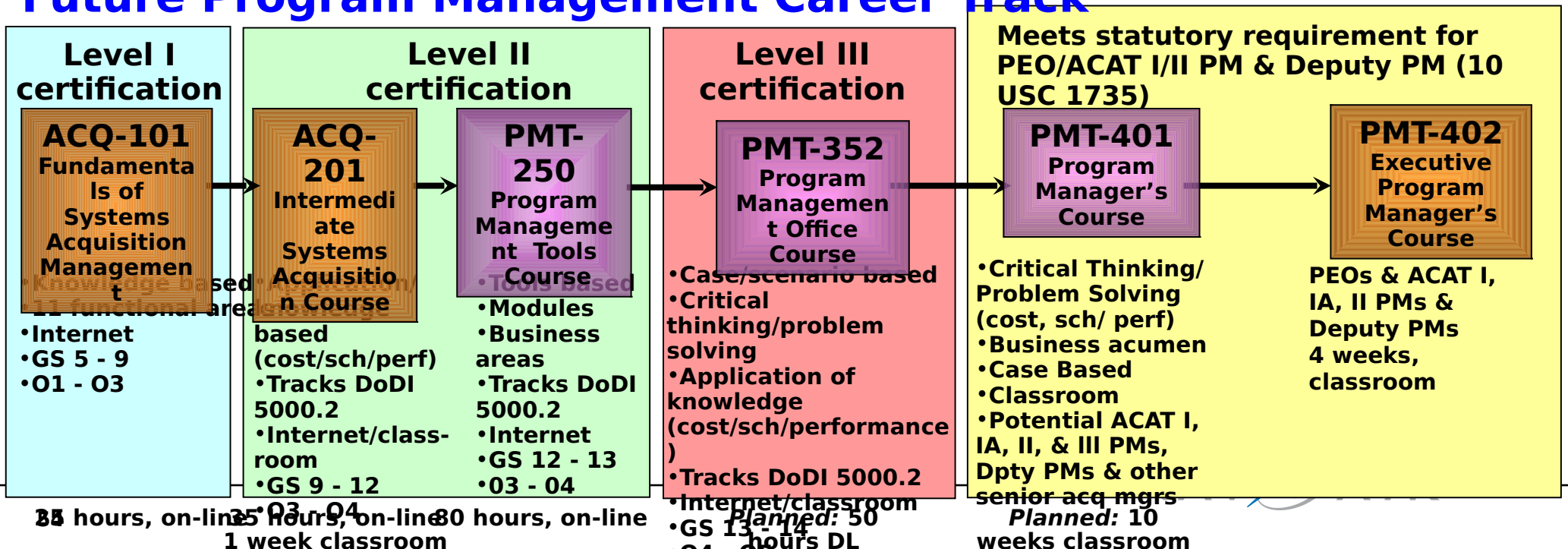
Level 3 (O-5+)
- **Education: BS/MA (often mandatory) Training: XYZ30X & as req.**
- **Experience: 4 yrs**

APPLES & ORANGES

Former Program Management Career Track



Future Program Management Career Track



Acquisition Command

Acquisition Command-Qualifications

- **ALL NAVAIR/SPAWAR Command billets (PM and Shore Commands) are Critical Acquisition Position (CAP) billets.**
- **All CAP billets require at least:**
  - **Acquisition Professional Community (APC) Membership**
  - **DAWIA Level III Certification in the particular career field within 18 months of taking position**
- **More stringent requirements for ACAT I / II O-6 PM positions:**
  - **Experience: ACAT I -- 8 years acquisition experience, 4 of which were performed in a program office or similar organization (2 have to be in a program office)—within 6 months.**

    ACAT II – 6 years acquisition experience.
  - **Training: PMT 301, 302 or 352; after AWOC approval PMT-401/402 within 6 months.**
  - **Tenure Agreement: ACAT I – 4 years or through completion of next Milestone closest to 4 years; ACAT II – 3 years.**

ACAT I Program Office Time Qualifications

- **Program Office Time: ACTUAL vs SIMILAR**
- **2 of 4 years must be <u>ACTUAL</u> program office time**
- **ACTUAL Program office time:**
  - Dedicated Program office billets
    - » Ex. PMA-231 IPT lead, DPM Med Range UAV
  - System competency positions “matrixed out” to a PM
    - » Ex. AIR-4.0 Class Desk/ASPO; AIR-3.0 APML/DAPML
  - PEO Staff positions “matrixed out” to a PM office or PEO dedicated to a PM
    - » Ex. PEO JSF
- **SIMILAR program office time – Cost Schedule Perf issues, frequent coordination w/PM, and equivalent responsibility positions**
  - Various PEO OPNAV staff positions w/ freq PM coordination
    - » Ex PEO OPS, BFM positions, OPNAV TMS Req Officers
  - 24 months of CO/CTP command tour at test squadrons
    - » Ex. VX-20,-23,-30, -31, HX-21;
    - » Only 18 months of CO/XO tour at TPS is counted.
  - CO Tour at NAMRA & NAPRA, and DCMAs

FOR MORE INFORMATION….

Defense Acquisition Career Management (DACM):

http://dacm.secnav.navy.mil/

Defense Acquisition University:

http://www.dau.mil

To register for acquisition training:

https://www.atrrs.army.mil/channels/registernow/rnswitch.asp

NSIPS

- Education / Certificates
- NSIPS – New Orleans. LA
  - Phone number 877 589 5991
  - Fax 504 697-0342
- Mail address:

  Information Technology Center

  2251 Lake Shore Drive

  BLDG 3 3rd Floor

  New Orleans, LA 70145

FITNESS Reports

PERFORMANCE SUMMARY REPORT SUBMITTED BY: VUG5219 DATE OF REPORT: 06/19/01

NAME (LAST, FIRST, MIDDLE)	DESIG/RATE	SSN	
SMITH JOHN	1520		PAGE 1 OF 1

PG	STATION	DUTY	DATES	MOS	REPORTING NAME	PG	SENIOR TITLE	TRAITS 1	2	3	4	5	AVERAGES IND SUM	AVERAGES R/S CUM	PROMOTION REC SP	PR	P	MP	EP	RPT TYPE
O4	COMNAVAIRL ANTNORVA	PLANS/P OLICY	100295 103196	13	LEITZEL R L	O6	CHIEF O F STAFF	0	0	0	6	0	4.00 2.08	68 4.18	0	0	X 2	1	1	RG
O4	COMNAVAIRL ANTNORVA	PLANS/P OLICY	110196 103197	12	LEITZEL R L	O6	CHIEF O F STAFF	0	0	0	4	2	4.33 4.17	48 4.31	0	0	2	1	X 1	RG
O4	COMNAVAIRL ANTNORVA	PLANS/P OLICY	110197 090498	10	LEITZEL R L	O6	CHIEF O F STAFF	0	0	0	4	2	4.33 4.33	80 4.29	0	0	0	0	X 1	RG
O4	CVN 73 GEO RGE WASH	MMCO	090598 103198	2	RUTHERFOR D L G	O6	CO	-	-	-	-	-	- - -	- -	- -	- -	- -	- -	- -	RG
O4	CVN 73 GWA SHINGTON	MMCO	110198 103199	12	RUTHERFOR D L G	O6	CO	0	0	1	2	3	4.33 4.17	95 4.15	0	0	0	1	X 1	RG
O4	CVN-73 GWA SHINGTON	MMCO	111799 042800	5	MCCARTHY W J	O6	CO	0	0	1	2	3	4.33 4.33	12 4.30	0	0	0	0	X 1	RG
O4	JSF PROG O FF	IPT MBR	042900 103100	6	HOUGH M I	MG EN	DIR JSF PROG	0	0	1	1	4	4.50 4.50	5 4.74	0	0	0	0	X 1	RG

PSR REVIEW

Member's paygrade from block 2

Member's primary duty (first 14 characters)from block 29

Member's trait grades from blocks 33 through 39

Member's promotion recommendation from FITREP block 42 or EVAL block 45

Member's duty station from block 7

Inclusive dates for report from blocks 14 and 15

Reporting senior's title (first 14 characters) from block 25

Promotion recommendation summary from FITREP block 43 or EVAL block 46

PERFORMANCE SUMMARY REPORT

NAME (LAST, FIRST MIDDLE) JONES, JOHN P. | DESIG/RATE 1110 | SSN 123-45-6789 | PAGE 3 OF 3

PG	STATION	DUTY	DATES	MOS	REPORTING SENIOR NAME	PG	TIT	TRAITS 1	2	3	4	5	AVERAGE 3RD SUM	AVERAGE R/S CUM	PROMOTION REC SP	PR	P	MP	EP	RPT TYPE
O3	CDS 66	OPS	051595 013196	08	JAMES D L	O6	COM				3	4	4.57 4.80	12 4.82	0	0	5	X 3	2	RG
O4	CDS 66	OPS	020196 103196	O8	JAMES D L	06	COM			3	3	1	3.71 4.00	10 4.00	0	0	5	X 3	2	RG
O4	CDS 66	OPS	110196 011098	14	JAMES D L	06	COM			1	4	5	4.00 3.65	15 3.38	0	0	2	X 2	1	SUP
O4	SWOS NEWPORT	OPS	011198 103198	O9	PATRICK B B	06	CO			1	3	2	4.17 4.25	5 4.25	0	0	2	X 2	1	RG

Individual Trait Average

Report senior's cumulative average

Type of report from blk 17 to 19

Length of report rounded to nearest whole month

Reporting senior's name and initials from block 22

Rank of reporting senior from block 23

Summary Group Trait Average

# of reports included in reporting senior cumulative average for all LCDRs regardless of designator

A Quick PSR Review

Your Average

Hard 2 of 4 Breakout

AVERAGES		PROMOTION REC				
RPT		SP	PR		P	
CUM		MP	EP			
4.33					X	
22						
4.17		0	0	2	1	1
4.50						

Average for the summary group

CO's cumulative average for your paygrade

Number of Fitreps used for CO's average

A Quick PSR Review

Your Average

Number of Fitreps used for CO's average

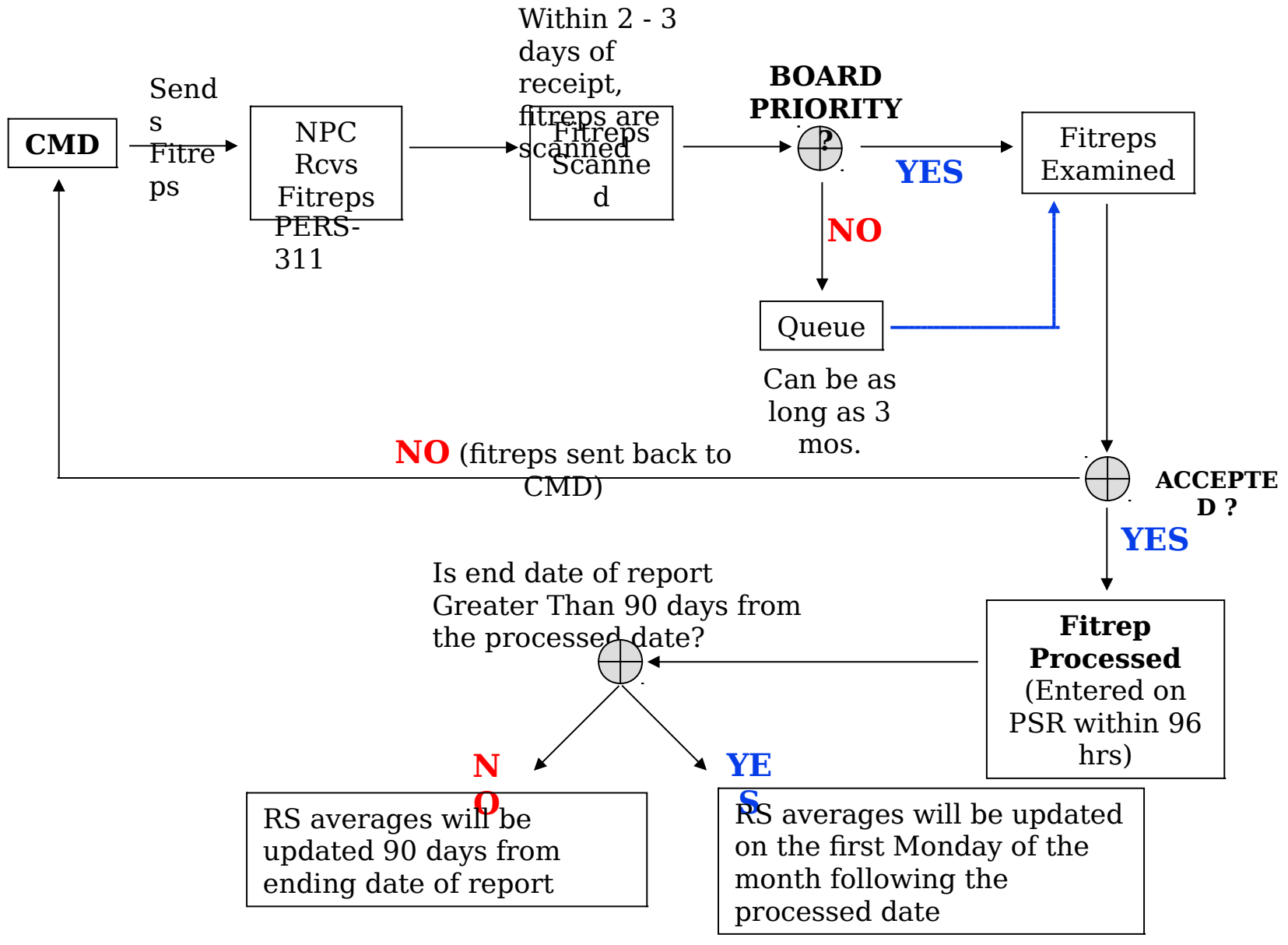
AVERAGES	
RPT	
CUM	
4.22	
22	
4.32	
4.27	

Average for the summary group

CO's cumulative average for your paygrade

- same grade
- same competitive designator
- same status (ACT / TAR / etc)
- same type of report (RG / CC / OC)
- same promotion status (Reg / Sel / etc)

FITREP PROCESSING AT NPC



Reporting Senior Cumulative Average

- May only be ordered by R/S
- Request must be signed
- Include SSN
- FAX: 901-874-2060, -2664 (DSN 882)
- Mailing address:
  - Navy Personnel Command
    PERS-311
    5720 Integrity Drive
    Millington, TN 38055-3130

OR…
Now available via www.bol.navy.mil

Record Review

FOR OFFICIAL USE ONLY

OFFICER SUMMARY RECORD

NAVPERS 1070/50(REV. 6/74)

NAME(LAST,FIRST,MIDDLE) SMITH JOHN

DESIG 1520

SOCIAL SECURITY NUMBER

1 GRADE	2 STATION	3 DUTY	4 DATE OF REPORT	5 NO. MOS	6 REPORTING SENIOR AND GRADE	7 SPECIFIC PERFORMANCE 0	1	2	3	5	7	10	8 COMPARISON 0	1	2	3	5	7	10	9 DESIRABILITY 0	1	2	3	5	7	10	10 PROMOTION E	P	N	11 TRAITS 0	1	2	3	5	7	10	12 REMARKS
1	NAVAVSCOL SCOM PENS	DIS	0885	01	MINOR D A 5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	RG
1	NAS MOFFE TT FIELD	PWRPLT	0985	09	DAVIS H H JR 6	1	1						1							5							/1			6							RG
1	NAS MOFFE TT FIELD.	ACFTDO	0686	12	DAVIS H H JR 6	1	1						2							5							/2			6							RG
2	NAS MOFFE TT FIELD.	ACFTDO	0687	02	DAVIS H H JR 6	1	1						1							5							/1			6							RG
2	NAS MOFFE TT FIELD.	ACFTDO	0887	01	MOYER C T III 6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	RG
2	NAS MOFFE TT FIELD.	ACFTDO	0987	06	MOYER C T III 6	1	1						1							5							/1			6							RG
2	NAS MOFFE TT FIELD.	ACFTDO	0388	06	MOYER C T III 6	1	1						2							5							/1			6							RG
3	NAS MOFFE TT FIELD.	ACFTDO	0988	02	MOYER C T III 6	1	1						1							5							/1			6							RG
3	VP 19, PA TRON NINE	MMCO-M	1188	03	KERN D J 5	1	1						1							5							/1			6							RG
3	VP 19, PA TRON NINE	MMCO-M	0289	05	KERN D J 5	1	1						1							5							/1			6							RG
3	VP 19, PA TRON NINE	MMCO-M	0789	07	EINSIDL ER B D 5	1	1						1							5							/1			6							RG
3	VP 19, PA TRON NINE	MMCO-M	0290	05	EINSIDL ER B D 5	1	1						1							5							/1			6							RG
3	VP 19	MMCO-M	0690	07	BROOKS R E 5	1	1						1							5							/1			6							RG

FOR OFFICIAL USE ONLY

OFFICER SUMMARY RECORD

NAVPERS 1070/50(REV. 6/74)

NAME(LAST,FIRST,MIDDLE) SMITH,JOHN

DESIG 1520

SOCIAL SECURITY NUMBER

GRADE	STATION	DUTY	DATE OF REPORT	NO. MOS	REPORTING SENIOR AND GRADE	SPECIFIC PERFORMANCE 0	1	2	3	5	7	10	COMPARISON 0	1	2	3	5	7	10	DESIRABILITY 0	1	2	3	5	7	10	PROMOTION E	P	N	TRAITS 0	1	2	3	5	7	10	REMARKS
3	VP 19	MMCO-M	0291	04	BROOKS R E 5	1 1							1							5							/1			6							RG
3	CVN-71 THEODORE RO	IM2OFF	0691	08	ABBOT C S 6	1 2							7							5							/7			6							RG
3	CVN-71 THEODORE RO	GENMTN	0292	07	ABBOT C S 6	1 1							9							5							/9			6							RG
3	CVN-71 THEODORE RO	AFPP-A	0892	05	BRYANT S W 6	1 1							9							5							/9			6							RG
3	CVN-71 THEODORE RO	AVNARM	0293	12	BRYANT S W 6	1 1							3							5							/3			6							RG
3	VF-84	MMCO	0294	12	GOETSCH B T 5	1 1							2							5							/2			6							RG
3	VF-84	MMCO	0295	03	GOETSCH B T 5	1 0							2							5							/2			6							RG
4	VF-84	MMCO-	0595	05	CLOYD J D 5	1 0							1							5							/1			6							RG

RANKS 1 OF 80 — BEST AMDO I HAVE EVER SEEN

RANKS 1 OF 14 LT's — 1 OF 2 1520's

RANKS 1 OF 14 LT's — 1 OF 2 1520's

RANKS 1 OF 6 LCDR's FINEST AMDO AND MMCO I'VE EVER HAD THE HONOR AND PLEASURE TO SERVE

PERFORMANCE SUMMARY REPORT SUBMITTED BY: VUG5219 DATE OF REPORT: 06/19/01

NAME (LAST, FIRST, MIDDLE)	DESIG/RATE	SSN	
SMITH JOHN	1520		PAGE 1 OF 1

PG	STATION	DUTY	DATES	MOS	REPORTING NAME	PG	SENIOR TITLE	TRAITS 1	2	3	4	5	AVERAGES IND SUM	AVERAGES R/S CUM	PROMOTION REC SP	PR	P	MP	EP	RPT TYPE
O4	COMNAVAIRL ANTNORVA	PLANS/P OLICY	100295 103196	13	LEITZEL R L	O6	CHIEF O F STAFF	0	0	0	6	0	4.00 2.08	68 4.18	0	0	X 2	1	1	RG
O4	COMNAVAIRL ANTNORVA	PLANS/P OLICY	110196 103197	12	LEITZEL R L	O6	CHIEF O F STAFF	0	0	0	4	2	4.33 4.17	48 4.31	0	0	2	1	X 1	RG
O4	COMNAVAIRL ANTNORVA	PLANS/P OLICY	110197 090498	10	LEITZEL R L	O6	CHIEF O F STAFF	0	0	0	4	2	4.33 4.33	80 4.29	0	0	0	0	X 1	RG
O4	CVN 73 GEO RGE WASH	MMCO	090598 103198	2	RUTHERFOR D L G	O6	CO	-	-	-	-	-	- - -	- - -	- -	- -	- -	- -	- -	RG
O4	CVN 73 GWA SHINGTON	MMCO	110198 103199	12	RUTHERFOR D L G	O6	CO	0	0	1	2	3	4.33 4.17	95 4.15	0	0	0	1	X 1	RG
O4	CVN-73 GWA SHINGTON	MMCO	111799 042800	5	MCCARTHY W J	O6	CO	0	0	1	2	3	4.33 4.33	12 4.30	0	0	0	0	X 1	RG
O4	JSF PROG O FF	IPT MBR	042900 103100	6	HOUGH M I	MG EN	DIR JSF PROG	0	0	1	1	4	4.50 4.50	5 4.74	0	0	0	0	X 1	

RANKS 1 OF 4

RANKS 1 OF 5

ACDO QUALIFIED

BEST AMDO

A MUST SELECT FOR MPM
BORESIGHT FOR COMMAND AND FLAG

DESTINED TO RUN HIS OWN COMMAND

PRESS 100 NOW !!

QUESTIONS ?